



### **1 Safeguarding**

- 1.1 Safeguarding update for all staff
- 1.2 To review and embed our stay safe procedures
- 1.3 To further develop the provision of e-safety guidance for staff, students and parents

### **2 Teaching and Learning**

- 2.1 To embed the teaching and learning strategy which permeates all aspects of departmental development
- 2.1a To further refine the Department Review process
- 2.2 To further embed the SWGS learning ethos
- 2.3 to implement the teaching foci for 2018-19
- 2.4 To further ensure consistency of performance in all subjects at KS4 and KS5
- 2.5 To continue to embed students' independent learning skills at KS5
- 2.6 To further develop the use of the new Frog Learn VLE

### **3 Leadership**

- 3.1 To continue to succession plan in key support and learning roles
- 3.1a To provide support for personnel new to middle management
- 3.2 To embed the new team and organisational structure in the sixth form leadership team
- 3.3 To embed changes in structure and capacity of the pastoral teams KS3-5
- 3.4 To further embed the role of accountability of middle leadership

### **4 Curriculum Development**

- 4.1 To review and revise the curriculum provision at KS4 and KS5 to ensure that it is fit for purpose
- 4.2 To continue planning for curriculum change at KS4
- 4.3 To review and monitor the curriculum design at KS5
- 4.4 To further ensure a rigorous curriculum at KS3
- 4.5 To further review marking for literacy across the curriculum
- 4.7 To review the implementation of work experience into KS5

### **5 Behaviour and Attendance**

- 5.1 To relaunch and embed sanction and behaviour policy with a focus on positive behaviours
- 5.2 To embed systematic monitoring and intervention for attendance by year groups and by reviewing vulnerable groups

### **6 Pastoral Matters**

- 6.1 To further develop the support for TAs and students with special needs in the school
- 6.2 To reinforce the use of the profile of need for students
- 6.3 To further consider strategies to help promote student resilience
- 6.4 To review how appointments are allocated for parent evenings and the possible use of online systems
- 6.5 To Develop and support the restructured staffing in both pastoral and SEND areas

### **7 Assessment and Reporting**

- 7.1 to further embed the use of KS2 – KS3 transition data
- 7.2 To further develop the system for tracking progress at KS4 with the introduction of the GCSE grading 1-9
- 7.3 To review and embed the school feedback policy
- 7.4 To continue to embed the school system for assessing progress at KS3
- 7.5 To review our assessment, reporting and internal exams in light of move to linear A Levels.

### **8 Partnerships**

- 8.1 To work with other local sixth form providers in developing sixth form provision across Salisbury
- 8.2 to further develop collaboration with St Joseph's School, Salisbury

### **9 Communication with stakeholders**

- 9.1 To develop a more comprehensive marketing strategy for the school
- 9.2 to review, monitor and adapt the new style parental questionnaires

### **10 Staff Development**

- 10.1 To ensure there is adequate succession planning in key areas of the support staff
- 10.2 To continue to support the well-being of staff
- 10.3 To ensure staff are aware of their roles and responsibilities with regard to the new regulations relating to GDPR
- 10.4 To support and train staff in new teachers' appraisal procedures

### **11 Building and Resources**

- 11.1 To implement cashless catering through the use of an outsourced contractor
- 11.2 To replace the running track and setting up systems/agreements to ensure longevity
- 11.4 To continue to review cost efficiencies

### **12 Social Mobility**

- 12.1 To continue to explore mechanisms to maximise social mobility and access to South Wilts